

17 January 1978

MEMORANDUM FOR THE RECORD

STATINTL

FROM : [REDACTED]
OPEI/PAID

SUBJECT: Telecon With Mr. Donohue on Supergrade Survey

1. (U) I called Mr. Donohue of OMB this morning to learn whether he had had a chance to review the supergrade survey that was prepared for OMB and to learn OMB's reaction to the survey.

2. (U) He has read the study hurriedly, and found it to be useful but without clear cut answers to questions that OMB has had. He recognizes, however, the difficulty in reaching judgments with regard to the numbers and distribution of supergrade positions within the Community. He is hopeful that the survey will satisfy his bosses when they have reviewed it. Mr. Donohue believes that OMB will continue to be interested in the Community's supergrade picture, at least from a monitoring point of view, but doubts that the IC Staff will be requested to do a follow-up. Mr. Donohue promised a formal response to our survey within a week or two.

STATINTL



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FORM NO. 1-67	237 Use previous editions		U.S.G.P.O.: 1976 — 202-953 (40)

DCI/IC 77-1234
7 October 1977

MEMORANDUM FOR: Acting Deputy to the DCI for the Intelligence Community
Director, Office of Performance Evaluation and
Improvement

FROM:

STATINTL

[REDACTED] Special Assistant to the D/DCI/IC

SUBJECT: Survey of IC Supergrade Positions

1. Reference is Mr. McMahon's memorandum of 3 October requesting review/comments on the supergrade survey prepared by OPEI.
2. In my view, the study conveys a wrong impression by misuse of the term "executive" and considering all flag officers/supergrades are "executives" while other personnel are not. An executive manages or administers.
 - a. The USAF Foreign Technology Division is commanded by a Colonel, but he is not counted as an "executive" in the study although he has more than 2,000 personnel under his direction.
 - b. In my intelligence organization in Air Force headquarters, all of my division chiefs were Colonels--and therefore not "executives" in terms of this study--and not a single one of my civilian supergrade personnel had an "executive" responsibility. They were senior analysts and special assistants. The same situation exists today.
 - c. Most of DIA's executives are military officers below the rank of General, and they are not included in a study which devotes much of its text to examination of "Trends in the distribution of executive positions in the Intelligence Community and its Agencies."
 - d. On the other hand, my position is included in the study although I am by no means an "executive." I do not administer or manage an organization.
 - e. Much attention has been given in the IC to the concept that, in the interest of improving the products, analysts should be permitted promotion to supergrade without giving up their analyst role and becoming an administrator. Listing all supergrades as "executives" undercuts this concept.

SUBJECT: Survey of IC Supergrade Positions

3. I suggest that the study be recast so that it focuses on supergrade positions and not on executive positions. There are more true executives in the Intelligence Community organizations than this study would indicate, and certainly some portion of the personnel counted in the study are not executives in any sense of the term.

[REDACTED] STATINTL

Distribution:

- 1 - Each addressee
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STATINTL

SA-D/DCI/IC: [REDACTED]

LOG NO: 3260

*RM
ER*
JOANNE MR
OK *1 AB NKV*

Destroy

CY TO:

SENT : 10-7-77

FILE : *supergrade review*
NNTC

NOTES:

Tom K
We don't
say all supergrades
should be managed
- does it point
- more merit?

*RM
ER*
→ *more merit?*

Red

Cy of note to [REDACTED] 10/12/77. He
is suggesting footnote to solve
this problem. We will get it when
all comments are in. (Mm, 10/12)